ASSESSMENT DAY

College of Workforce, Continuing and Adult Education

Cosmetology and Barbering

April 7, 2020

Academic Assessment

	LEVEL	FOCUS	CONDUCTED BY	FREQUENCY
Academic Success Committee	Program	• Quality of assessment practices	Committee of peers	Years 1 & 2
Instructional Program Review	Program / Cluster	• Enrollment, retention, completion • Industry certifications and job placement • Program budget and staffing • Advisory committees • Curriculum changes	Committee of peers	Year 3
Assessment Day	Course/ Program	• Enrollment by demographics • Graduation and retention • Average class size • Course success rate • Placement rate • SLOs, PLOs and ILOs	Program Chair and Faculty	Years 1, 2, 3

Programs

1084 - Cosmetology
1204 - Barbering

Last Assessment Day Action Items

Assessment Meeting: 03/26/2019

- Research possibility of support staff for tracking and follow-up with students;

- Reduce the number of Assessment Measures for Barbering (PO2);

- Better marketing for the programs, allocating resources, creating a marketing plan and narrative, non-traditional student campaign, TV commercial;

- Show/event in the new Student Center

Cosmetology Program Learning Outcomes

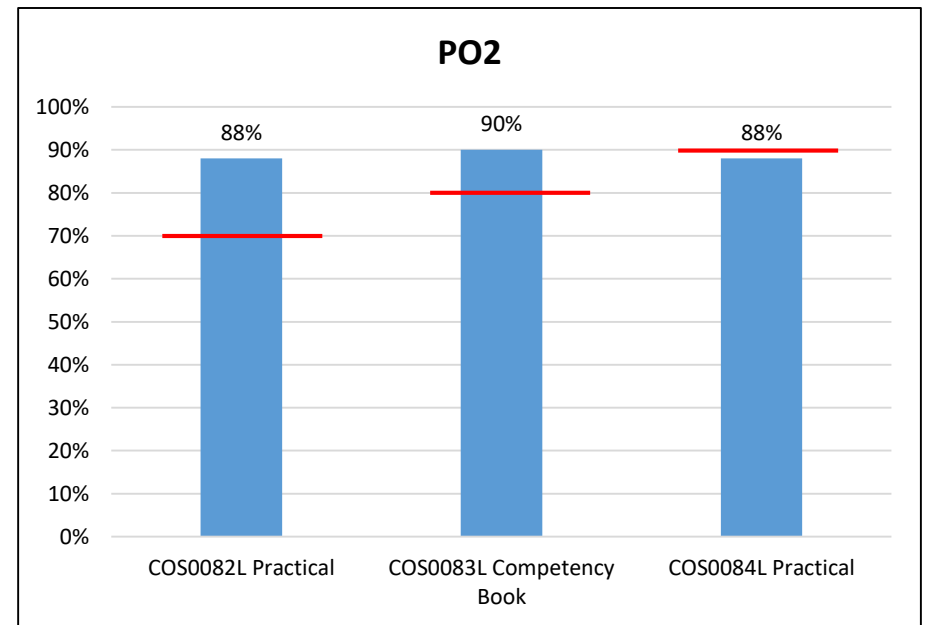Graduates of the program will be able to:

1. Perform all competencies in hair as required by the Florida State Board of Cosmetology.
2. Perform all competencies in skin as required by the Florida State Board of Cosmetology.
3. Perform all competencies in nails as required by the Florida State Board of Cosmetology.
4. Demonstrate in a classroom setting, the theory and skill based training for safe and efficient work practices based on OSHA and the Department of Business and Professional Regulations.
5. Apply critical thinking skills to solve problems that may arise in the cosmetology industry.
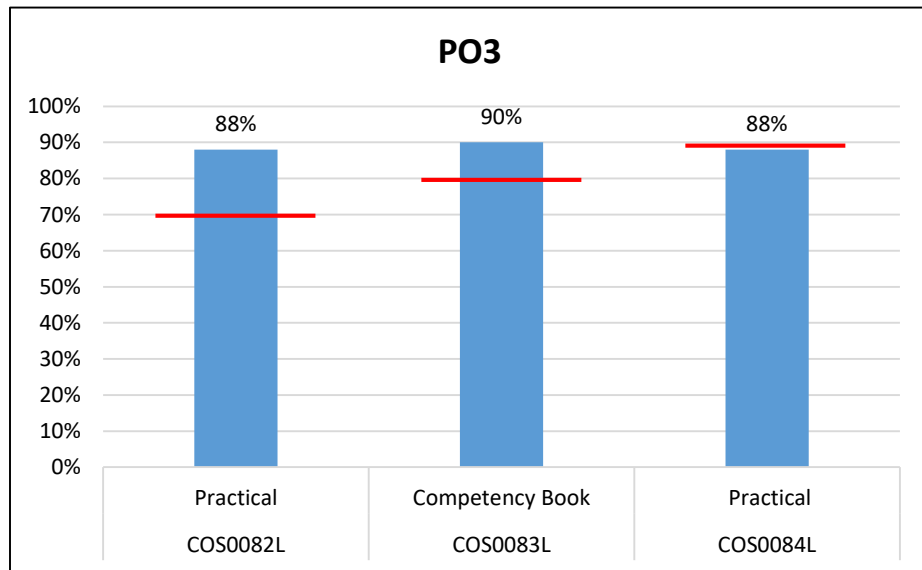
Assessment Data 2018-2019
1084 - Cosmetology

PO1
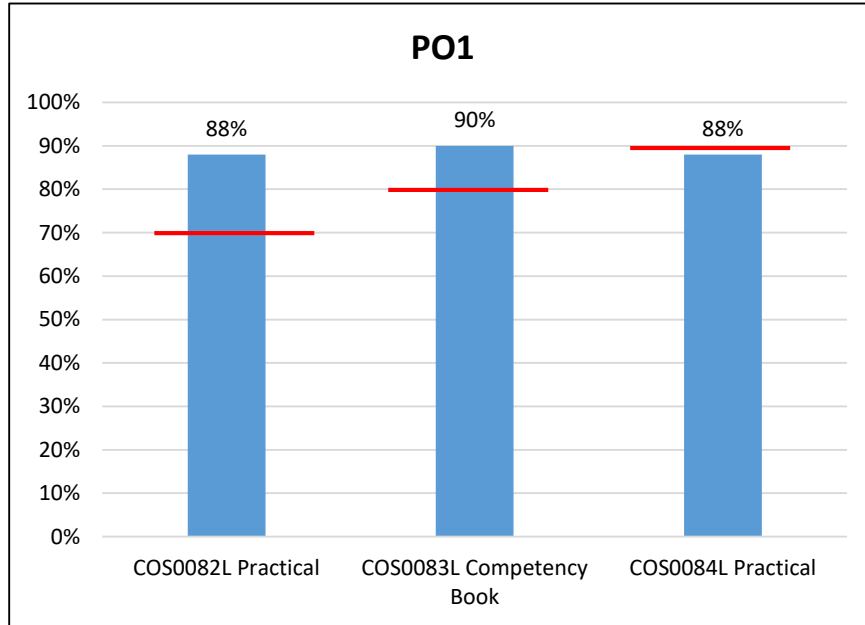
PO1: Perform all competencies in hair as required by the Florida State Board of Cosmetology. *Target: 80% of the competency book completed by level IV. 70% proficiency in level 3 (practical). 90% proficiency in level 5 (practical)*

PO2

PO2: Perform all competencies in skin as required by the Florida State Board of Cosmetology. *Target: 80% of the competency book completed by level IV. 70% proficiency in level 3 (practical). 90% proficiency in level 5 (practical)*

Assessment Data 2018-2019
1084 - Cosmetology

PO3

Practical COS0082L: 88%
Competency Book COS0083L: 90%
Practical COS0084L: 88%

PO4

COS0080L OSHA standards test: 98%
COS0083L FL Law test: 95%
COS0084L OSHA standards and FL Law tests: 100%

PO3: Perform all competencies in nails as required by the Florida State Board of Cosmetology. *Target: 80% of the competency book completed by level IV. 70% proficiency in level 3 (practical). 90% proficiency in level 5 (practical)*
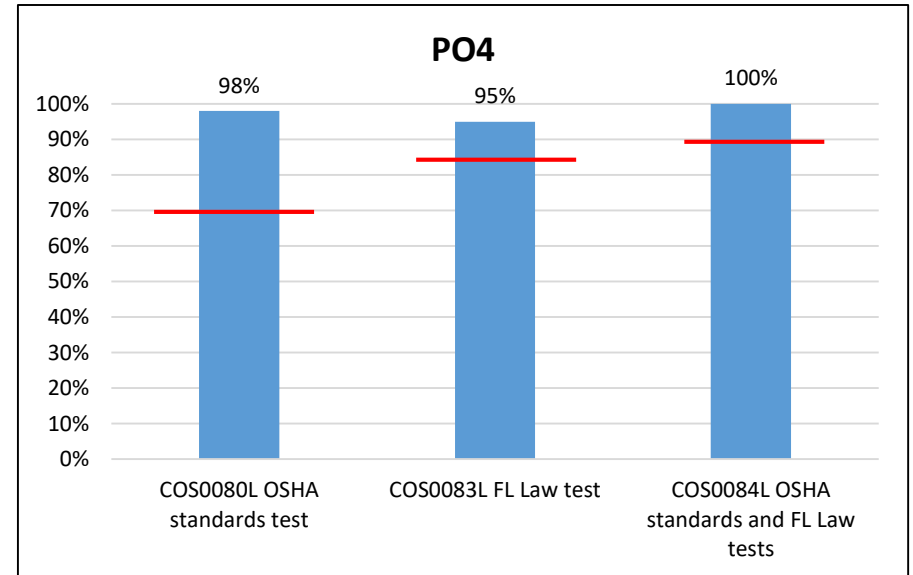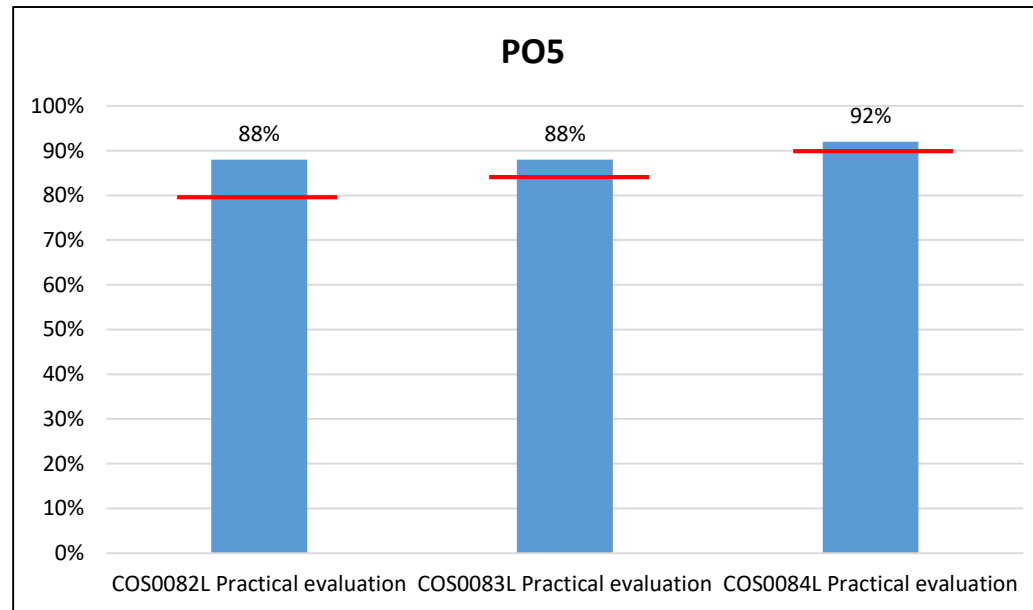
PO4: Demonstrate in a classroom setting, the theory and skill based training for safe and efficient work practices based on OSHA and the Department of Business and Professional Regulations. *Target: 80% of students will achieve 70% or higher (OSHA standards test). 85% of students will achieve 80% or higher (FL Law test). 90% of students will achieve 90% or higher (OSHA standards and FL Law tests)*

Assessment Data 2018-2019
1084 - Cosmetology

PO5: Apply critical thinking skills to solve problems that may arise in the cosmetology industry. *Target:80% of students will achieve 70% or higher (level III). 85% of students will achieve 80% or higher (level IV). 90% of students will achieve 90% or higher (level V)*
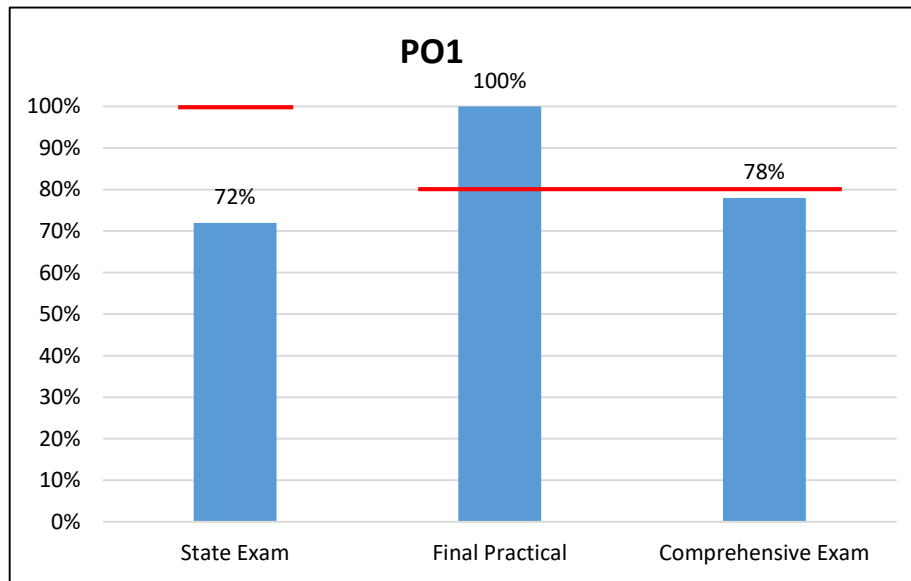
Barbering Program Learning Outcomes

Graduates of the program will be able to:

1. Complete all skills and techniques as required by State Board in the following categories: FL Law, Hair Structure & Chemistry, Haircutting & Styling, Shampooing, Chemical Procedures, Shaving, Beard & Mustache Trimming.
2. Demonstrate in a classroom setting, the theory and skill based training for safe and efficient work practices based on Occupational Safety and Health Administration (OSHA) standards and the Department of Business and Professional Regulations.
3. Develop a professional image, business standards and employability skills to satisfy a diverse population.
4. Apply critical thinking skills to solve problems that may arise in the barbering industry.

Assessment Data 2018-2019
1204 - Barbering

PO1: Complete all skills and techniques as required by State Board in the following categories: FL Law, Hair Structure & Chemistry, Haircutting & Styling, Shampooing, Chemical Procedures, Shaving, Beard & Mustache Trimming. *Target: 100% of students passing the State exam 100% of students achieving 80% or higher in the Final practical and the Comprehensive exam*
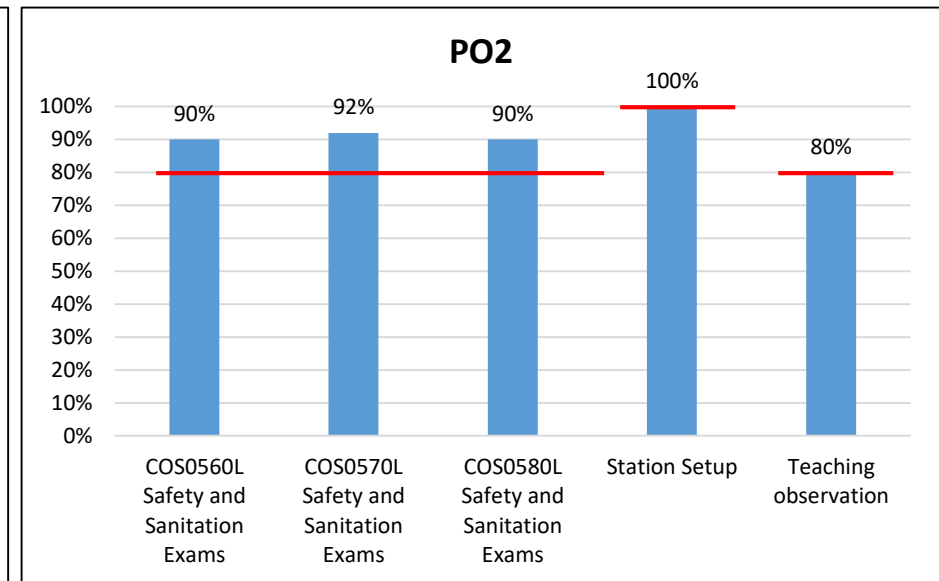
PO2: Demonstrate in a classroom setting, the theory and skill based training for safe and efficient work practices based on Occupational Safety and Health Administration (OSHA) standards and the Department of Business and Professional Regulations. *Target:80% of students achieving 70% or higher in the Safety and Sanitation exams. 80% of students accomplishing correct station setting (Level II). 100% of students accomplishing correct station setting on the practical exam (Level III and above). 80% of students practice proper sanitation on a daily basis in the classroom*

Assessment Data 2018-2019
1204 - Barbering

PO3

Professional Image Exam 90% · Customer Satisfaction 100% · Service Book 80%

PO4

Project (Role playing) 90% · Customer satisfaction 100% · Client interaction 100%
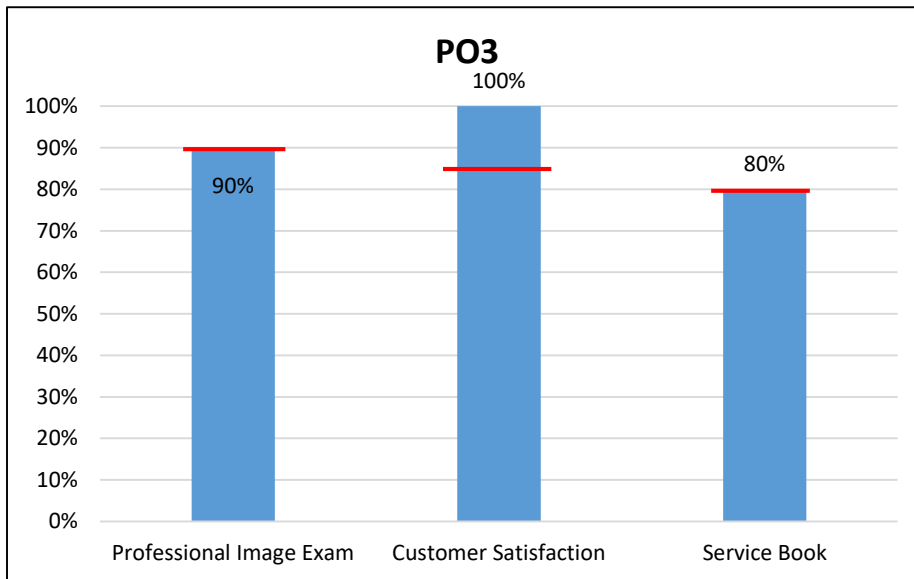
PO3: Develop a professional image, business standards and employability skills to satisfy a diverse population. *Target:90% of students will pass the Professional Image Exam. 85% customer satisfaction. 80% of students will complete their service book for each level*
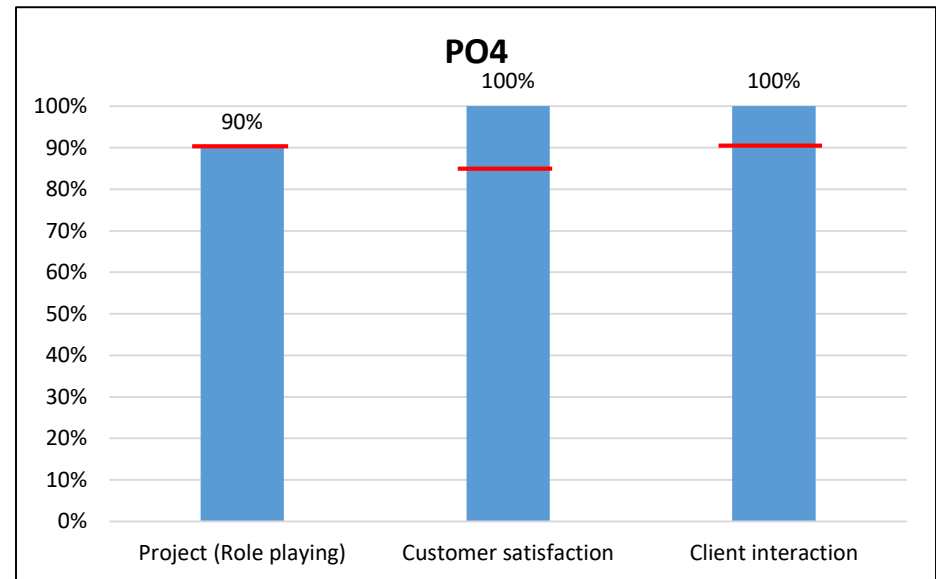
PO4: Apply critical thinking skills to solve problems that may arise in the barbering industry. *Target:90% of students will reflect excellent role playing. 85% customer satisfaction. 90% of students will demonstrate professional client interaction*

Assessment Data 2018-2019
Program vs. Institutional Learning Outcomes

Program	Critical/ Creative Thinking	Communication	Cultural Literacy	Information and Technical Literacy
1084 - Cosmetology	85%-92%	88%-90%	88%-90%	70%-94%
1204 - Barbering	72%-100%	90%-100%	90%-100%	90%-100%

Assessment Data 2017-2018
Program vs. Institutional Learning Outcomes

Program	Critical/ Creative Thinking	Communication	Cultural Literacy	Information and Technical Literacy
1084 - Cosmetology	85%-92%	88%-90%	88%-90%	70%-94%
1204 - Barbering	72%-100%	90%-100%	90%-100%	90%-100%

Source: School of Education Assessment Reports

Headcount in Major

	2015-2016	2016-2017	2017-2018	2018-2019
1084 - COSMETOLOGY	232	256	251	245
1204 - BARBERING	49	56	55	52

Source: IR Program Assessment Data
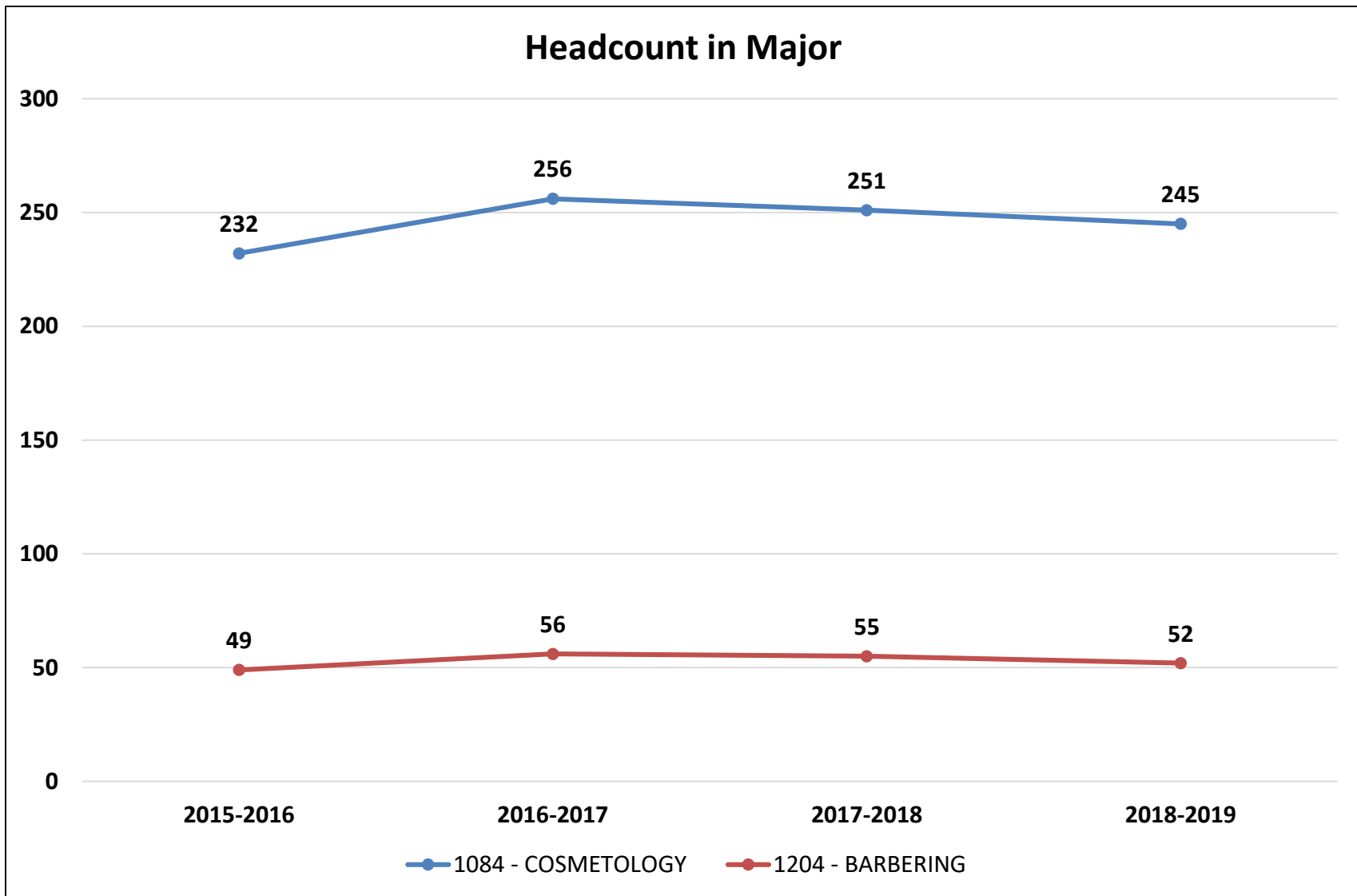
Students are duplicated across programs, unduplicated in the total.

Graduates

1084 - COSMETOLOGY
- 2015-2016: 68
- 2016-2017: 76
- 2017-2018: 81
- 2018-2019: 69

1204 - BARBERING
- 2015-2016: 17
- 2016-2017: 18
- 2017-2018: 15
- 2018-2019: 13
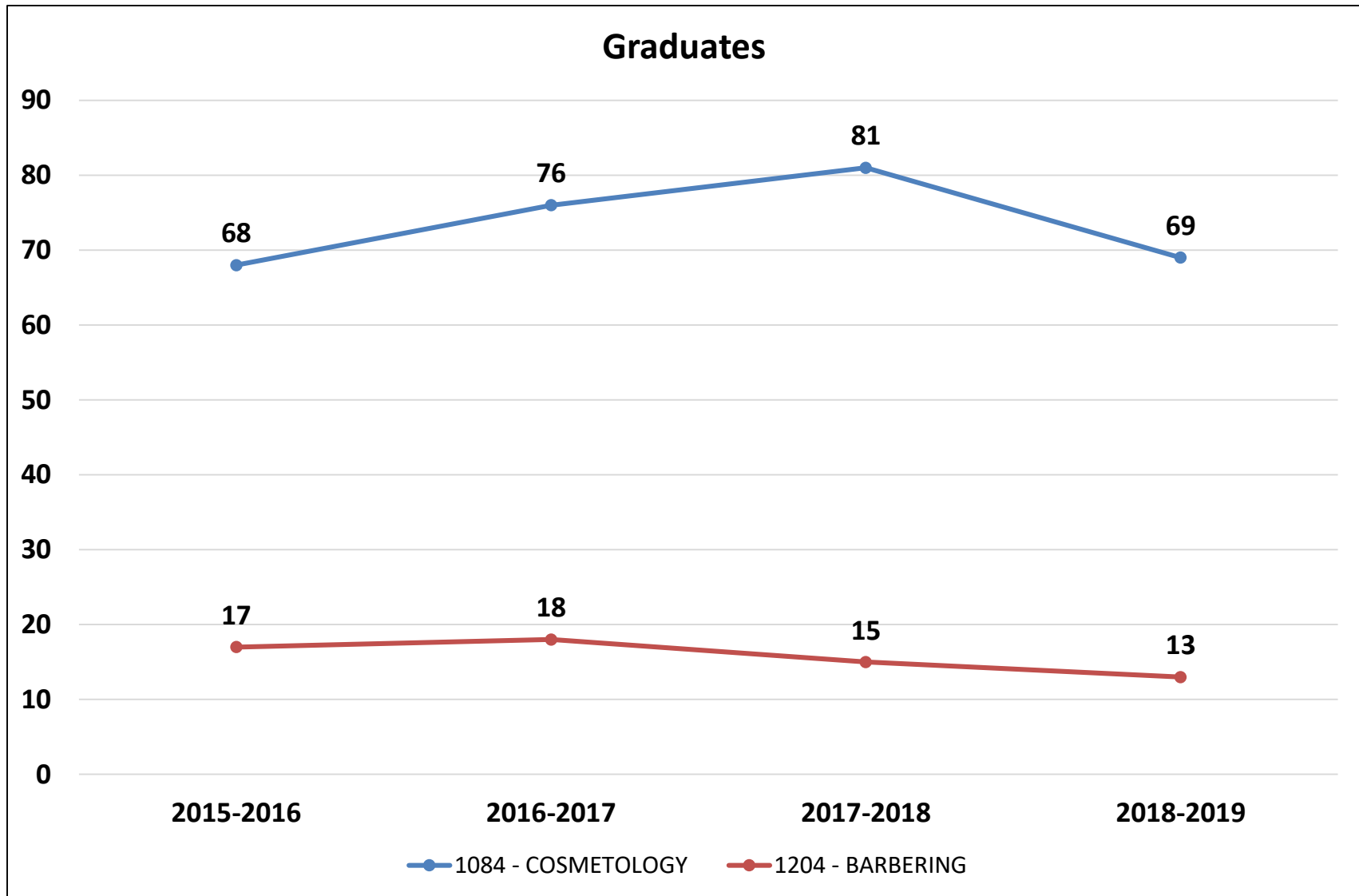
Blank cells or missing years indicate no graduates.

Source: IR Program Assessment Data

2018-2019 Number of Graduates by Race/Ethnicity

Source: IR Program Assessment Data
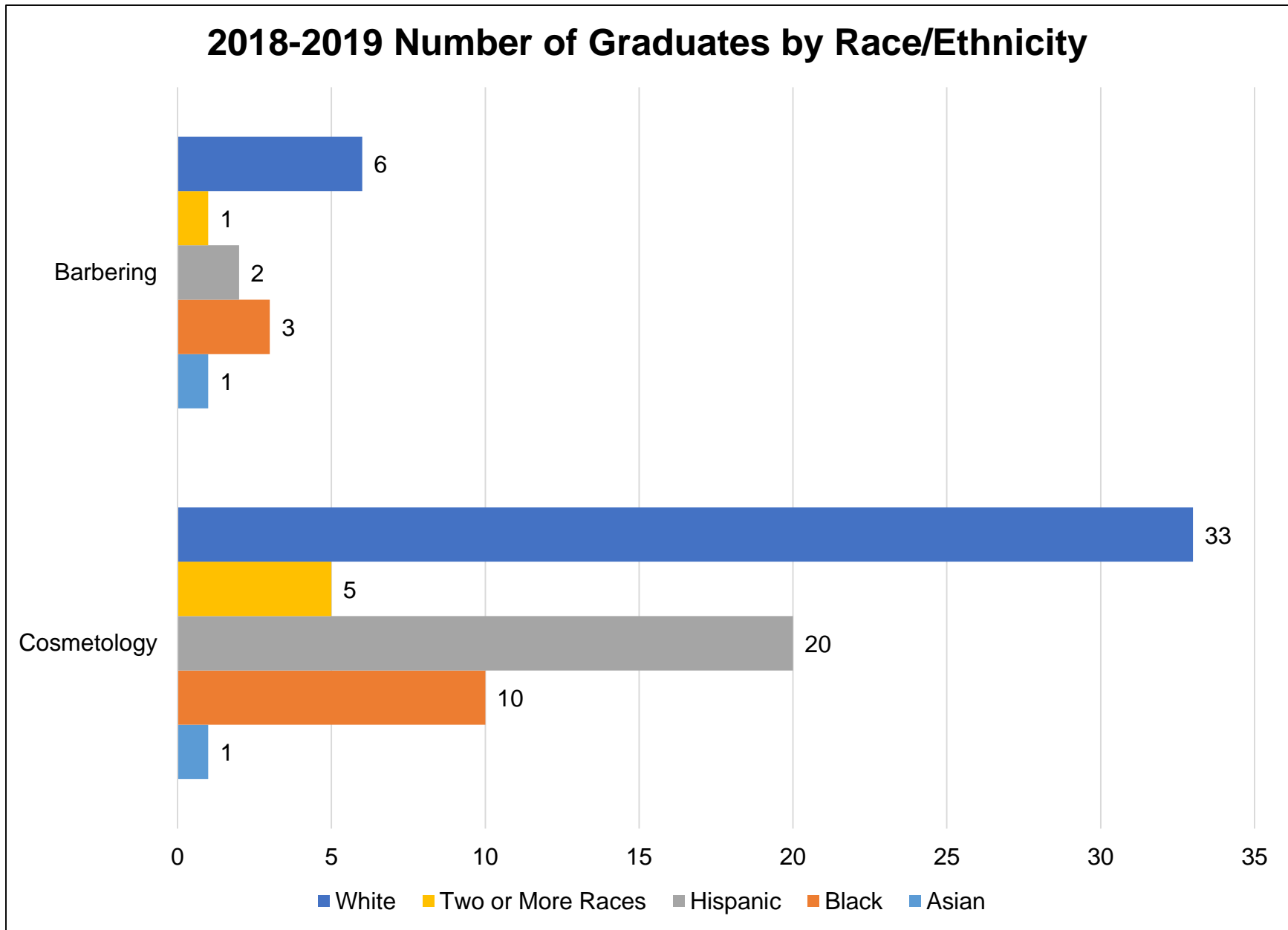
Graduation Rates

Major	Summer or Fall Term	Registered in First Course	Graduation			
			Graduated within 150% Time	Graduation Rate	Graduated within 200% Time	Graduation Rate
1084- Cosmetology	FA14	86	45	52.3%	46	53.5%
	FA15	79	37	47.4%	37	47.4%
	FA16	115	62	53.9%	62	53.9%
	FA17 – 200% in Progress	80	47	58.8%	47	58.8%
	FA18 – In Progress	83	42	50.6%	42	50.6%
1204- Barbering	FA14	11	3	27.3%	3	27.3%
	FA15	10	5	50.0%	5	50.0%
	FA16	17	6	35.3%	8	47.1%
	FA17 – 200% in Progress	9	4	44.4%	4	44.4%
	FA18 – In Progress	21	7	33.3%	7	33.3%

College average (150%- 58.3%, 200%- 66.1%)

1084 PT program courses began in SP13.

1204 began in FA13. 1204 PT program discontinued FA15.

First Course- 1084- COS0080L, 1084 PT- COS0080PL, 1204- COS0012L, 1204 PT- COS0012PL

Fall term includes prior Summer term enrollment in major.

200% Graduation Rate includes graduates in 150% Rate.

Source: IR Program Assessment Data

Graduation Rates by Race/Ethnicity

Major	Summer or Fall Term	Race/Ethnicity	Registered in First Course	Graduation			
				Graduated within 150% Time	Graduation Rate	Graduated within 200% Time	Graduation Rate
1084- Cosmetology	FA16	Asian	3	1	33.3%	1	33.3%
		Black	18	6	33.3%	6	33.3%
		Hawaii/Pac	1	1	100.0%	1	100.0%
		Hispanic	25	12	48.0%	12	48.0%
		Two or More Races	3	1	33.3%	1	33.3%
		White	65	41	63.1%	41	63.1%
	FA17 – 200% in Progress	Asian	2	1	50.0%	1	50.0%
		Black	14	6	42.9%	6	42.9%
		Hispanic	20	13	65.0%	13	65.0%
		Two or More Races	4	3	75.0%	3	75.0%
		White	40	24	60.0%	24	60.0%
	FA18 – In Progress	Asian	1	1	100.0%	1	100.0%
		Black	7	3	42.9%	3	42.9%
		Hispanic	21	8	38.1%	8	38.1%
		Two or More Races	4	2	50.0%	2	50.0%
		Unknown	2	2	100.0%	2	100.0%
		White	48	26	54.2%	26	54.2%
1204- Barbering	FA16	Asian	2	1	50.0%	2	100.0%
		Black	4	1	25.0%	2	50.0%
		Hispanic	1	0	0.0%	0	0.0%
		Two or More Races	1	0	0.0%	0	0.0%
		White	9	4	44.4%	4	44.4%
	FA17 – 200% in Progress	Hispanic	3	2	66.7%	2	66.7%
		Hawaii/Pac	1	0	0.0%	0	0.0%
		Two or More Races	1	0	0.0%	0	0.0%
		White	4	2	50.0%	2	50.0%
	FA18 – In Progress	Black	9	4	44.4%	4	44.4%
		Hispanic	3	0	0.0%	0	0.0%
		Two or More Races	2	1	50.0%	1	50.0%
		White	7	2	28.6%	2	28.6%

Graduation Rates By Gender

Major	Fall Term	Race/Ethnicity	# Students	Graduation			
				Graduated within 150% Time	Graduation Rate	Graduated within 200% Time	Graduation Rate
1084- Cosmetology	2016	Female	109	62	57%	62	57%
		Male	5	0	0%	0	0%
		Unknown	1	0	0%	0	0%
	2017	Female	76	45	59%	45	59%
		Male	4	2	50%	2	50%
	2018	Female	79	41	52%	41	52%
		Male	4	1	25%	1	25%
1204- Barbering	2016	Female	4	2	50%	2	50%
		Male	13	4	31%	6	46%
	2017	Female	2	0	0%	0	0%
		Male	7	4	57%	4	57%
	2018	Female	4	3	75%	3	75%
		Male	16	4	25%	4	25%
		Unknown	1	0	0%	0	0%

Source: IR Program Assessment Data

Persistence Rates

Major	Term	Registered	Exclusions	Adjusted Cohort	Retained by DSC		Retained by Program		Retained by College
					N	%	N	%	%
1084 COSMETOLOGY	FA16 to SP17	164	28	136	1	1%	94	69%	70%
	FA17 to SP18	115	18	97	2	2%	68	70%	72%
	FA18 to SP19	132	14	118	5	4%	63	53%	57%
1204 BARBERING	FA16 to SP17	30	8	22	0	0%	10	45%	45%
	FA17 to SP18	29	7	22	3	14%	9	41%	55%
	FA18 to SP19	35	5	30	1	3%	17	57%	60%

Source: IR Program Assessment Data

Persistence Rates by Race/Ethnicity

Major	Term	Race/Ethnicity	Registered	Exclusions	Adjusted Cohort	Retained by Program N	%
1084 COSMETOLOGY	**FA16 to SP17**	Asian	4	0	4	3	75%
		Black	22	2	20	13	65%
		Hawaii/Pac	1	0	1	1	100%
		Hispanic	34	5	29	21	72%
		Two or More Races	3	0	3	2	67%
		White	100	21	79*	54	68%
	FA17 to SP18	Asian	3	1	2	2	100%
		Black	23	4	19*	10	53%
		Hispanic	28	4	24*	18	75%
		Two or More Races	5	1	4	3	75%
		White	56	8	48	35	73%
	FA18 to SP19	Asian	1	0	1	1	100%
		Black	14	3	11	4	36%
		Hispanic	35	4	31*	17	55%
		Two or More Races	10	2	8	3	38%
		Unknown	1	0	1	1	100%
		White	71	5	66	37	56%
1204 BARBERING	**FA16 to SP17**	Asian	2	0	2	2	100%
		Black	5	1	4	2	50%
		Hispanic	4	0	4	2	50%
		Two or More Races	2	1	1	0	0%
		White	17	6	11	4	36%
	FA17 to SP18	Asian	1	0	1	1	100%
		Black	6	4	2*	0	0%
		Hawaii/Pac	1	0	1	1	100%
		Hispanic	4	0	4	3	75%
		Two or More Races	1	1	0		
		White	15	2	13*	4	31%
	FA18 to SP19	Black	11	2	9*	7	78%
		Hispanic	3	0	3	2	67%
		Two or More Races	4	1	3	1	33%
		White	17	2	15	7	47%

*one or more students retained by DSC

Persistence Rates by Gender

Major	Term	Gender	Registered	Exclusions	Adjusted Cohort	Retained by Program	
						N	%
1084 COSMETOLOGY	FA18 to SP19	Female	124	14	110	60	55%
		Male	8	0	8	3	38%
1204 BARBERING	FA18 to SP19	Female	11	1	10	3	30%
		Male	23	4	19	13	68%
		Unknown	1	0	1	1	100%

*one student retained by DSC

Placement Rates (College average: 95.5%)									
		2013/14		2014/15		2015/16		2016/17	Average Annual Salary
Program Title	Major	DSC%	FCS%	DSC%	FCS%	DSC%	FCS%	DSC%	FCS%
Cosmetology	1084	43%	48%	48%	49%	51%	61%	70%	64%	$23,808
Barbering	1204	New Program		71%	60%	25%	***%	***%	***%	$**,***

Source: Florida Education Training Placement Information Program (FETPIP).

Indicates the College average above the State Averages
Indicates the College average same as the State Averages
Indicates the College average below the State Averages

*Inactive Program
N/A - No placement data for the program.
 (****), ($**,***), or (***%) - Number of graduates less than 10 but greater than 0 suppressed.

Licensing Exam

	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Barbering				100%	94%	86%	92%	95%
Cosmetology	95%	95%	96%	95%	89%	86%	89%	86%

Source: Daytona State Department Chairs are solicited for this data.

Course Success Rates

Major and Associated Courses		2015-2016		2016-2017		2017-2018		2018-2019	
		Attempted	% Successful	Attempted	% Successful	Attempted	% Successful	Attempted	% Successful
1084-Cosmetology	COS0080L	126	89%	150	89%	139	90%	138	87%
	COS0081L	116	88%	145	82%	138	87%	128	85%
	COS0082L	96	99%	130	92%	104	88%	124	85%
	COS0083L	104	86%	127	93%	97	91%	115	83%
	COS0084L	81	91%	96	82%	110	96%	112	94%
	COS0905	4	100%	8	100%	10	100%	7	100%
	COS0930			11	100%	4	100%		
Cosmetology Bridge	CSP0003L					1	100%	2	100%
Barbering Bridge	COS0501L	10	100%	14	100%	15	100%	13	85%
1204-Barbering	COS0012L	21	76%	33	88%	24	92%	29	83%
	COS0511L	20	85%	32	69%	21	90%	27	67%
	COS0560L	20	100%	17	100%	21	90%	23	91%
	COS0570L	24	88%	19	100%	19	100%	23	96%
	COS0580L	20	90%	17	88%	20	100%	15	93%

Indicates a success rate of 90% or higher
Indicates a success rate between 70% and 89%
Indicates a success rate below 70%

Source: IR Program Assessment Data

Course Success Rate By Race and Ethnicity (1 of 2)

Program, Course, and Race/Ethnicity	2018-2019	
	Enrolled	Success Rate
1084 - Cosmetology	624	87%
COS0080L	138	87%
Asian	1	100%
Black	18	61%
Hispanic/Latino	28	89%
Two or More Races	7	86%
Unknown	5	80%
White	79	92%
COS0081L	128	85%
Asian	1	100%
Black	14	64%
Hispanic/Latino	25	92%
Two or More Races	7	86%
Unknown	4	100%
White	77	86%
COS0082L	124	85%
Asian	1	100%
Black	11	82%
Hispanic/Latino	30	93%
Two or More Races	7	71%
Unknown	2	100%
White	73	84%
COS0083L	115	83%
Asian	1	100%
Black	11	64%
Hispanic/Latino	28	89%
Two or More Races	6	83%
Unknown	2	100%
White	67	82%

Program, Course, and Race/Ethnicity	2018-2019	
	Enrolled	Success Rate
COS0084L	112	94%
Asian	2	100%
Black	15	100%
Hispanic/Latino	29	97%
Two or More Races	7	86%
White	59	92%
COS0905	7	100%
Black	1	100%
Two or More Races	1	100%
White	5	100%

Indicates a success rate of 90% or higher
Indicates a success rate between 70% and 89%
Indicates a success rate below 70%

Source: IR Program Assessment Data

Course Success Rate By Race and Ethnicity (2 of 3)

Program, Course, and Race/Ethnicity	2018-2019	
	Enrolled	Success Rate
1204 - Barbering	117	85%
COS0012L	29	83%
Black	14	79%
Hispanic/Latino	4	75%
Two or More Races	2	100%
Unknown	1	100%
White	8	88%
COS0511L	27	67%
Black	13	62%
Hispanic/Latino	3	67%
Two or More Races	2	50%
Unknown	1	100%
White	8	75%
COS0560L	23	91%
Black	8	100%
Hispanic/Latino	2	100%
Two or More Races	3	100%
White	10	80%
COS0570L	23	96%
Black	8	100%
Hispanic/Latino	2	100%
Two or More Races	3	67%
White	10	100%
COS0580L	15	93%
Black	2	100%
Hispanic/Latino	3	100%
Native Hawaiian/Paci	1	100%
Two or More Races	1	100%
White	8	88%

Program, Course, and Race/Ethnicity	2018-2019	
	Enrolled	Success Rate
Barbering Bridge	13	85%
COS0501L	13	85%
Hispanic/Latino	3	67%
Two or More Races	1	0%
White	9	100%
Cosmetology Bridge	2	100%
CSP0003L	2	100%
White	2	100%
Grand Total	756	87%

Indicates a success rate of 90% or higher
Indicates a success rate between 70% and 89%
Indicates a success rate below 70%

Source: IR Program Assessment Data

Course Success Rate By Race and Ethnicity

	2017-2018		2018-2019	
	Enrolled	Success Rate	Enrolled	Success Rate
1084 - Cosmetology	**602**	**91%**	**624**	**87%**
Asian	14	100%	6	100%
Black	98	85%	70	74%
Hawaii/Pac	1	100%		
Hispanic	139	92%	140	92%
Two or More Races	30	97%	35	83%
Unknown			13	92%
White	320	91%	360	87%
1204 - Barbering	**118**	**95%**		
Asian	4	100%		
Black	26	92%	45	82%
Hawaii/Pac	4	100%	1	100%
Hispanic	20	85%	14	86%
Two or More Races	7	100%	11	82%
Unknown			2	100%
White	57	98%	44	86%
Barbering Bridge			**13**	**85%**
Hispanic/Latino			3	67%
Two or More Races			1	0%
White			9	100%
Cosmetology Bridge			**2**	**100%**
White			2	100%
Grand Total	**720**	**91%**	**756**	**87%**

Indicates a success rate of 90% or higher
Indicates a success rate between 70% and 89%
Indicates a success rate below 70%

Source: IR Program Assessment Data

Civitas – illume Students

Civitas – illume Courses

Screen captured on 3/25/2020